

# Equal Opportunities



It is the Company's policy to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, sex, race, colour, ethnic origin, religion or marital status or is disadvantaged by conditions and requirements which cannot be shown to justifiable.

In order to put this equal opportunities policy into practice in the day to day operation of the business, the Company will:

- Monitor decisions on recruitment, selection, training and promotion and will frequently review the selection criteria and processes to ensure they are based solely on objective and job related criteria.
- Provide training for managers to ensure that they understand the nature of discrimination and are fully aware of their responsibilities in implementing our equal opportunities policy.
- Provide Managers with information and advice on the implications of relevant legislation, and on the assistance available to help in the employment of people with disabilities.
- Ensure that any grievance involving discrimination or harassment is considered seriously, thoroughly and fairly.

All the Directors of the Company fully support this policy statement, and are responsible for monitoring the implementation of this policy.

All employees are responsible for playing their part in achieving its objectives.

The policy will be reviewed on a regular basis.